ORSA Advisory Committee Meeting

CP16, 1515 Update

12 October 2005

Presenter: Pat Cook, AMSAA

Topics to Discuss

- FY 05 Demographics
- FY 05 Accomplishments
- Concerns and Issues
- Plans
- Questions and Suggestions

FY05 Demographics

Distribution by

- Organization
- Grade Level
- Education Level
- Female
- Minority
- Retirement Eligibility
- Interns

1515 Population Sites

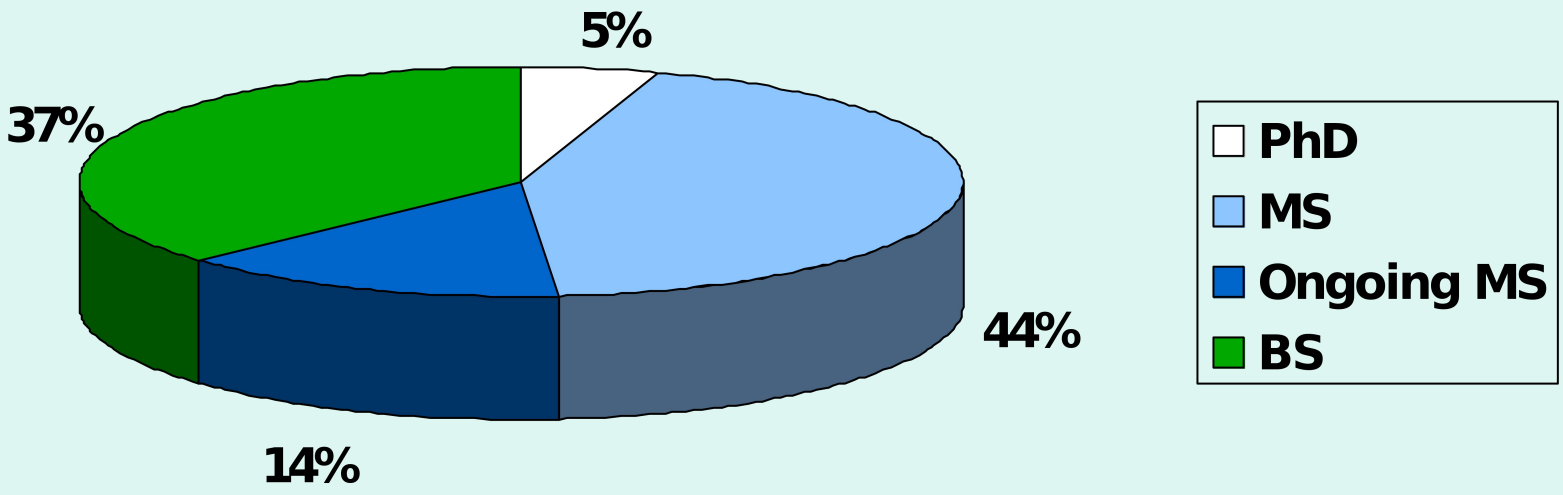
By Organizations:

Army Staff*	134
CAA	49
TRADOC	297
ATEC	254
AMC	330
Total	1,064

Approx 6.6% of CP16

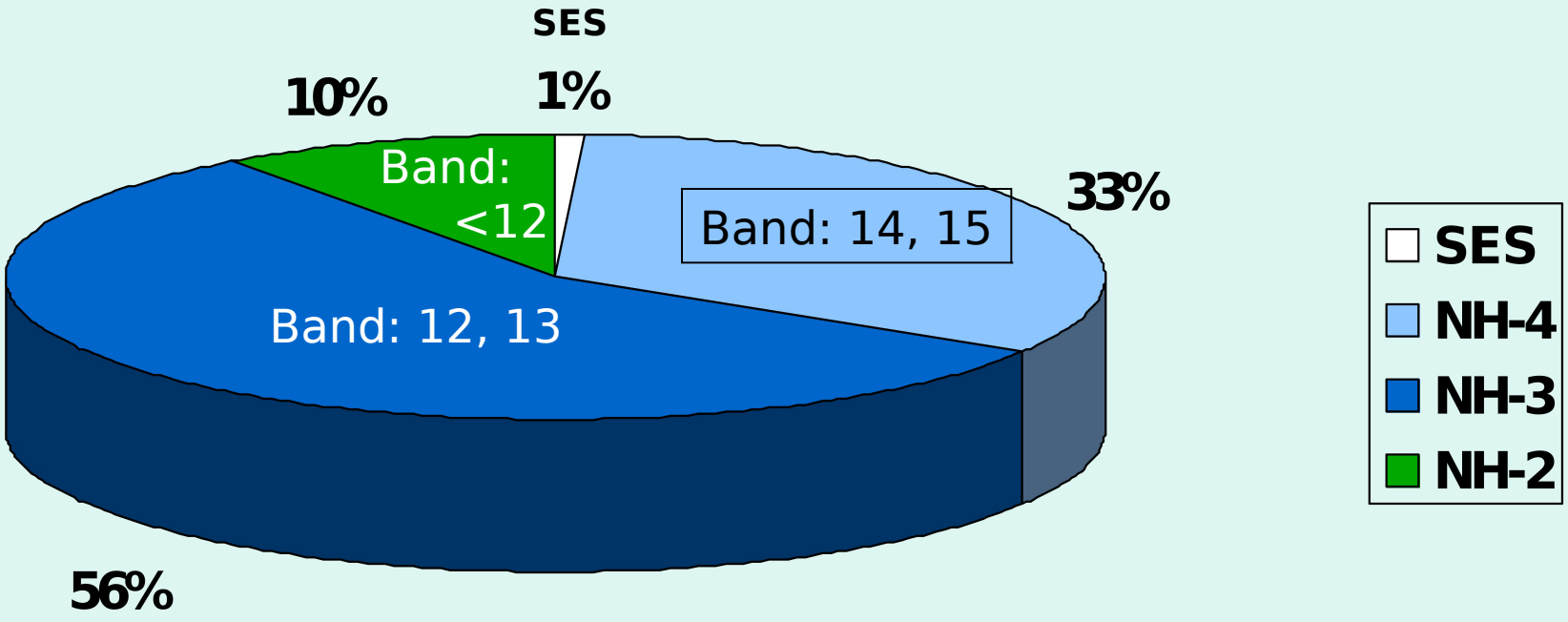
*Includes DA Staff and Other, minus CAA
Source: ACPERPT 7/05

Distribution by Education



Source: ACPERPT 7/05

Distribution by Grade Level



To be more discriminatory would require actual salaries.

Source: ACPERPT 7/05

Other Figures

- Females make up approximately 25% of the total 1515 population (same as last year)
- Minorities make up approximately 13% of the total 1515 population (down 2% from last year)
- Eligibility for Retirement

Yr	Number		03	04	05	% of Current Total
6/04	122	128	-	12	12	-
6/05	149	161	132	14	16	12
6/06	175	192	160	17	18	15
6/07	193	231	197	19	22	19
6/08	273	237	26		22	
6/09		284				27

- Centrally Funded Interns (2002-2005): 34

Trend Analysis

- Basically same trends
- Fairly constant over last six years in totals
- Census 2000 for Operations Research Analysts: 52% Men, 48% Women, 23% Minority
- Retirement Eligibles - constant rate

FY 05 Accomplishments

- Encouragement for ORSA MAC
- CP 16, 1515 Spreadsheet (1064 names!)
- MORSS Job Fair and Civilian Junior/Senior Analyst Panel
- FA49 Newsletter, Phalanx article
- ORSA Cell
- Answering Questions
  - Long Term Training funding
  - ORSA Cell Opportunities
  - Acquisition Workforce/Corps
- ORSA Hall of Fame (1st and 2nd Inductions)

ORSA Hall of Fame

- First intake FY 04
  -- 7 nominations
  -- 4 met 2/3 criteria and were approved:
  Dr. Wilbur Payne, Dr. Joe Sperrazza,
  GEN Max Thurman, Mr. Hunter Woodall
- Second intake FY05
  -- 5 nominations
  -- 3 met 2/3 criteria; 1 postponed to next year:
  Dr. Marion Bryson, Mr. Keith Myers [Mr. Abe Golub]
- Location of Hall of Fame: AMSAA, APG, MD
  -- picture with plaque mounted on display board
  -- replica to inductee/family

Concerns/Issues

- NSPS Implications
  - Some in, some out
  - ORSA MAC Accelerated Promotion
  - Uncertainty (pay bands, salary/bonus)
- Developmental Opportunities
- Recruitment Problems? (# of vacancies)
- Greening
- Experience levels at organizations

Plans

- Web Site
  -- post more opportunities
  -- suggested training from survey (since still draft CP16 in ACTEDS)
  -- add links to more of the training information
- 1515 Spreadsheet
  -- complete contact information
  -- set up alias and direct communication with 1515's
  -- more detailed information on education (including ORSA MAC, FA-49 Q course), experience, expertise, acquisition workforce/corps status
- CAA will co-host next AORS

Questions

or

Suggestions

ORSA Hall of Fame BOD

ORSA Advisory Committee Members:

- **Deputy Under Secretary of the Army for Operations Research**
- **Deputy Chief of Staff, G-8**
- **Director, Center for Army Analysis**
- **Director, Program Analysis and Evaluation Office, Office of the Deputy Chief of Staff, G-8**
- **Director of Analysis and CIO, Office of the Deputy Chief of Staff, G-3**
- **Director, US Army Materiel Systems Analysis Activity**
- **Director, TRADOC Analysis Center**
- **Deputy Assistant Secretary of the Army for Cost and Economics**

ORA Training and Development

- ORSA MAC
  -- mandatory for new ORA's
  -- accelerated promotion
  -- often graduate credit

- Greening – canceled indefinitely due to lack of funding (less training $ in FY05; went for university training)

- FA49 Qualification Course
  -- extremely beneficial
  -- practice briefing to non-technicals very useful
  -- contacts/networking
  -- see whole picture (how analysis done elsewhere)
  -- insight into what military does in solving problems/analyzing
  -- good for military to see civilian side of analysis
  -- useful to have more input on what AMSA does